

BUSINESS AND INDUSTRIAL EMPLOYMENT COMMITTEE

August 19, 1963

The regular meeting of the Committee was called to order 12:10 P.M., August 19, 1963. The meeting was held in the conference room of L. Bamberger's and Company. The following were present:

Mr. Bennett - L. Bamberger's
and Company - Co-Chairman
Mr. Warren - Urban League of
Essex County - Co-Chairman
Mr. Garrison - L. Bamberger's
and Company - Co-Chairman
Miss Geerlofs - L. Bamberger's
and Company
Mr. Familia - S. Kleins
Miss Sobel - Ohrbachs

Mr. Sheehan - Welfare Federation
Mr. Boardman - Western Electric
Mr. Butler - Iron Sound Manufacturing
Association
Mr. Birmingham - Rahnes and Company
Mr. Tepperman - Kresge - Newark
Mr. Berkay - Welfare Federation

Mr. Garrison presented a draft of proposed objectives and problems confronting the Committee. The draft also included the role of the Steering Committee. The Committee felt that the draft should be more specific, and Mr. Garrison, Mr. Warren and Mr. Bennett will revise the draft and have it ready for the next meeting (See copy of initial draft attached to minutes). Mr. Garrison also presented a proposed agenda for today's meeting (copy attached).

Mr. Birmingham started a discussion concerned with the role of the Newark Coordinating Council in the City of Newark. It was the feeling of the body that the Committee must know whether or not the Newark Coordinating Council represents the five agencies who appeared in the Sunday Edition of the Newark Evening News. It was the feeling of the group that if the story, concerning the five agencies, is true then all five are guilty of extreme duplication of effort which might easily be construed as the result of lack of coordination. This is extremely embarrassing to the Committee, who is informing the business world that the groups are:

1. Working together
2. Coordinated under a central coordinating council
3. Working with the Business and Employment Committee

and to have an article appear in the paper which is contrary to the type of publicity that the business leaders, who are connected with our Committee, are giving to other leaders in business and industry, tends to be extremely embarrassing. It was the general consensus of opinion that the article, and other forms of publicity outside the scope of our Committee, indicates a split in the Negro community and makes it extremely difficult for the Business and Industrial Employment Committee to operate.

Mr. Garrison pointed out that both he and Mr. Bennett are going to meet with the leaders of these groups on Wednesday, August 21, 1963, at 7:30 P.M., at the Abyssinian Baptist Church, 224 W. Kinney Street, Newark for the purpose of settling this issue. Mr. Bennett

stated that the actions of the groups, on an individual basis, have reached the point where they are affecting the activities of the Committee. He stated that he had worked with the Fidelity Union Bank and Trust Company for several weeks, and when the Fidelity Union Bank and Trust Company was ready to do business with the Committee, in terms of job placement, C.O.R.E. sent a representative, Mr. Wendleton, to exert pressure on Fidelity Union Bank and Trust Company. This almost upset all of his efforts. He further pointed out that he has continually asked for an official representative from C.O.R.E. to be a part of the Committee, and thereby eliminate such confusion. This request has gone to Mr. Gallanter, the legal counsel of C.O.R.E., on at least two occasions. Mr. Bennett further stated that it is the feeling of those connected with the Committee that the Newark Coordinating Council, who has stated that they represent the community, has been guilty of the following as it applies to the Business and Industrial Employment Committee:

1. Representatives from the Newark Coordinating Council have continually arrived late for Committee meetings (on occasions they have been as much as 45 minutes late).
2. There have been occasions when representatives have not shown at all, with the exception of Mr. Warren (At today's meeting only Mr. Warren present. At the meeting of August 12, 1963, Mr. Warren was the only one present for over one-half hour of the meeting, and those who did arrive later had to leave early).
3. C.O.R.E. is intimidating employers who are working with the Committee and will probably continue to do so unless the information and activities of the Committee are passed on to them.
4. In the case of the Fidelity Union Bank and Trust Company, when the President apprised the C.O.R.E. representative of his relationship with the Business and Industrial Employment Committee, the representative had to admit that he knew nothing about the existence of any such Committee.

It was also the feeling of the group that despite their efforts, they are finding it extremely difficult to convince the leaders in the business and industry world that the leadership of the Negro civil rights groups is not "irresponsible." Mr. Bennett pointed out that several of the members of the Committee feel that due to the fact the civil rights groups are responsible for the formation of this Committee in the first place, they should either "play ball," or the Committee will be dissolved. The general consensus of opinion was that each of the civil rights groups is going out on its own, handling the problems in their own way, duplicating each others efforts and are ignoring the principle of coordination. It was emphasized that at the Wednesday night meeting with the groups they will be asked:

1. Are you a part of a Coordinating Council?
2. Are you a member of the Newark Coordinating Council?
3. Are you supporting the principles of this Newark Coordinating Council?
4. Do you intend to have representatives of your groups present at the Business and Industrial Employment Committee meetings as a part of the Steering Committee?

It was the feeling of the Committee that despite the fact many of the groups are volunteer groups and meet at night, the groups should still be represented on our Committee and their attendance and activities should be just as involved as other members of the Committee who are also extremely busy and are giving up their time from their

present positions to participate on an active basis. The problem of civil rights for the minority groups in the City of Newark is not to be solved by committees such as this with feeble participation on the part of the Negro himself.

It was decided that the Steering Committee will meet each Monday until the sub-committees are in full operation. When the sub-committees are functioning, then the overall Committee will decide a schedule for Steering Committee meetings. It was further agreed upon that reports on the objectives, purpose, organization and methodology of the sub-committees will be given by the sub-committees on the Tuesday after Labor Day. The following individuals were suggested as members of the Steering Committee:

- A. All committee chairmen
 - 1. Jobs Available Committee - Miss Geerlofs
 - 2. People Available Committee - Mr. Warren
 - 3. Training - Mr. Boardman
 - 4. Civil rights groups study - Mrs. Gonzales
 - 5. Industrial Committee - Mr. Famila
- B. Mr. Bergen - N.J.S.E.S.
- C. Mr. Kaufman - County Bar Foundation
(until a permanent person is appointed)
- D. Mr. Weingast - Assistant Superintendent of Schools
- E. The Welfare Federation
- F. Mr. Schuler - Iron Bound Manufacturing Association
- G. Mr. Lorrenzo - Vice President of National State Bank

The complete Steering Committee will be rounded out with the addition of the civil rights groups members. It was the feeling of all present that at all cost the Rev. Mr. Collier should definitely be a member of the Steering Committee. It was further felt that an unbiased legal person should be the other co-chairman with Mr. Warren and that person should come from the County Bar Foundation. However, because of the role of Bamberger's in this program and the sincere effort they have shown to date, the body requested that Mr. Garrison continue in the co-chairman role until the Committee is on its feet, and at that time, the question would be brought up again. The following list of individuals who are being contacted to serve on the various committees is submitted:

- 1. Jobs Available Committee - Chairman - Miss Geerlofs
 - A. Mr. Quillan - Prudential Life Insurance Company
 - B. Mr. Fisher - National Newark and Essex Bank
 - C. Mr. Cameron - Kresge - Newark
 - D. Miss Sobel - Ohrbachs
 - E. The Broad Street Bank
 - F. New Jersey Bell Telephone Company
- 2. People Available Committee - Chairmen - Mr. Warren
 - A. Mr. Moss - Youth Career Development Center
 - B. Mrs. Helderman - New Jersey Rehabilitation Commission
 - C. Mr. Haynes - Department of Labor and Industry
 - D. Mr. Mulano - Professional Placement Center - N.J.S.E.S.
 - E. Mrs. Hartman - Clerical and Sales Placement Office - N.J.S.E.S.

3. Training Committee - Chairman - Mr. Boardman
 - A. Dr. Loei - Head of Guidance Counselors
 - B. Dr. Coughlin - Head of Vocational Schools Counselors
 - C. Mr. P. Winans - J. G. Winans Company
 - D. Mr. Freedman - Vice Principal - South Side High School
 - E. Mr. Bergen - N.J.S.E.S.
 - F. Mr. Bender - C.O.R.E.
 - G. Balentine Breweries
 - H. National State Bank
4. Civil Rights Study Committee - Chairman - Mrs. Gonzales
 - A. Mr. Ewing - Bureau of Municipal Research Inc.
 - B. Mr. Harris - Jewish Community Center
 - C. County Bar Foundation

These are the recommended names for participation on the sub-committees. This does not include all committees nor should the chairmen feel, as in the case of Mrs. Gonzales, that the size of the committee should be limited to the number of names recommended here today.

Mr. Garrison pointed out that it had been reported to Mr. Moss, Youth Career Development Center Coordinator, that Mr. Garrison had made statements about Mr. Moss in one of the meetings. Mr. Warren stated that he was the individual who had confronted Mr. Moss. Mr. Warren further stated that as a result of Mr. Garrison's initial report of a meeting with Mr. Moss and Mr. Bergen, at which Miss Geerlofs was present, Mr. Warren felt that Mr. Garrison had gone away from that meeting with the wrong impression of the Negro job applicant in the community. Mr. Warren stated that despite the fact he had known Mr. Moss for years, his role as Industrial Relations Secretary of the Urban League of Essex County required that he confront Mr. Moss and inform him of the manner in which the Urban League reacted to this report. It was further pointed out to Mr. Moss that the Urban League did not feel that he should have permitted Mr. Garrison to leave that meeting with such an impression. Mr. Moss reported to Mr. Warren that he is not and never has been in accord with the things reported to the group and is definitely not in accord with the other member of the Committee (not Mr. Garrison) who painted a picture of the Negro as not wanting to work and on occasions found drunk on the job and in training. Mr. Moss further stated that he would check this out with Mr. Garrison, which he did immediately.

The meeting was adjourned at 4:00 P.M.

RESPECTFULLY SUBMITTED,

F. Laurell Warren
Secretary

DRAFT

I. THE OBJECTIVE:

The placement of Negroes and Puerto Ricans in jobs based on their ability.

II. THE PROBLEM:

Effective coordination of the three basic parts:

- A. The Negro or Puerto Rican who is unemployed or who is employed, but working at a job below his developed skill level.
- B. Jobs that are presently open or that will be open in the near future.
- C. Groups or agencies presently working on the problem of employment and training of Negroes and Puerto Ricans.

- III. The Steering Committee should be familiar with all of the aspects of each part and should coordinate the solution or activities of each committee into an effective program that will meet the objectives.

~~ACADEMY~~

MONDAY, AUGUST 19, 1963

1. Discussion and approval of a statement of objective for the Steering Committee.
2. Discussion and final agreement as to the part the Newark Coordinating Committee will play in each sub-committee and in the Steering Committee.
3. Review of membership of each sub-committee.
4. Commitment date from each sub-committee as to the time of their first report to the Steering Committee which should cover scope and program for the next six months.
5. Any new business brought up by members of the Steering Committee.